

AMARC

...A Diamond in the Desert

Supplement to the Desert Airman

Issue 6
Jan. 9, 2004



Commander's

Colonel Lourdes Castillo
AMARC Commander

Corner

"We" is a much better and stronger word than "I." The armed forces and our entire Department of Defense are built on a strong foundation of teamwork. From the first day military and Air Force civilians alike signed on the dotted line we were taught to subordinate our personal ambitions and desires to the needs of our organization. "We" implies teamwork and its results are impressive.

Take baseball as an example. I offer to you that each player plays mainly as an individual. Left fielders never cover first base. Catchers never field doubles off the wall. And at bat, each hitter is totally alone. But in baseball, each individual player still must play as part of a "team." Each member can hit, run, field, and throw on his own; can hit home runs, steal bases, and drive in runs on his own; but at the end of the game, everyone still wins or loses as a team. Even teams having individual "superstars" at every position still aren't guaranteed to win a championship. Why not? Because it's vital for baseball players to not only excel as individuals, but to also excel at being good teammates. Great pitchers have great catchers signaling what pitch to throw. Infielders often make low throws that have to be dug out of the dirt by first baseman. Outfielders can't throw runners out at home without a catcher blocking the plate. Hitters sometimes must make a deliberate out themselves bunting to move another player into scoring position. In this way, baseball is much like AMARC: Great individuals can produce a good team, but great individuals who are also good teammates will produce a championship team!

In our production environment, we are supposed to cover our teammates, adjust to our teammates' strengths and weaknesses and to the changing demands of the "game." Our members have to be trained together and must work together for quite some time before we can fully function as a team. There is one goal for the entire team and yet considerable flexibility with respect to the individual member's work and performance. And in this kind of team only the team "performs;" individual members "contribute."

The team, in other words, is a tool to achieve our center's unifying purpose of becoming even more customer centric, results focused, evidenced based and process oriented. We are in AMARC together. What "I" can accomplish is insignificant...what "We" can accomplish is virtually without limit.

AFMC CC makes holiday visit



Staff Sgt. Lanie McNeal

General Gregory S. Martin, Commander, AFMC (second from right) and his staff, (far right) Major General Edward Mechenbier, AFMC Mobilization Assistant to the Commander, and (far left) Colonel Jack Ivy, AFMC Public Affairs, talk about a process improvement initiative concerning the ballistic foam used in repair of A-10 wings, with AMARC employees Sam Smith, Chief, A-10 Wing Branch and Robert Foley, Deputy Director of Maintenance.

By 2nd Lt Beth Tucker
AMARC Public Affairs

General Gregory S. Martin, Commander, Air Force Materiel Command visited the Aerospace Maintenance and Regeneration Center December 23. The short visit focused on AMARC employees as well as the level and amount of work being accomplished here.

The General hosted a commander's call for all employees to deliver some of his personal perspectives on being quality military and civilian leaders, as well as the importance of AMARC's work to AFMC, the Air Force and the warfighter.

"The entire United States Air Force, the finest aerospace force in the world, rides on the back of Air Force Materiel Command," said Gen. Martin. "You should be proud of that. I am proud to be on your team and I'm proud to be with you."

At the end of the AFMC Year of the

Family, Gen. Martin included his personal perspective on the importance of surviving.

"We want you on the job, leading and performing, but we also want you to have a good family life," said Gen. Martin. He also discussed the importance of trust, dignity and hope that everyone must have in the workplace.

A recent Gallup Poll cited the United States military as the institution which the American people have the most confidence in. "Look at where the [military] has gone as a result of the people in this room, as a result of the team which you are a part of," said Gen. Martin.

Gen. Martin told AMARC employees, "You are important to our Air Force. You are important to our nation. You have skills and talents that mean something. Please don't ever underestimate the value of your contributions to our team and what we are trying to do."

Sharing is caring



Photos by Teresa Vanden-Heuvel

Team AMARC pulled together during the holiday season to make contributions outside the AMARC community. For weeks, toys, clothing, and contributions were collected and donated to bring smiles to over 50 children, ages 0 to 9. Some of the items collected included food, baby supplies, art supplies, gift certificates to local businesses, meals to local restaurants and movie tickets. "The smiles on each one of the children's faces will forever be memorable," said Eural Wilson, from AMARC's Financial Services Division. Casa de los Ninos, a non-profit organization, protects the community of Tucson's greatest resource, the children, from abuse and neglect. (Left) Colonel Jack Mayberry, AMARC Chief of Staff and several other AMARC employees deliver the gifts Christmas Eve. (Right) Judy Rogers from the Plans and Programs Division and Mayberry interact with several of the kids from Casa de los Ninos.

AMARC implements Student Career Experience Program

By Sharon Nelson

Chief, Plans and Programs Division

A Student Career Experience Program has been established at AMARC. SCEP is a planned, progressive program that provides for the integration of a student's academic studies and federal work experience with the potential of noncompetitive conversion into the federal career service.

AMARC has identified work areas within the organization that would provide the most benefit for the students. The program is open to students in business administration, information technology, education, aircraft maintenance (avionics, sheet metal, welding), financial administration, supply chain management, marketing and public affairs fields.

Students must be enrolled or

accepted for enrollment as a degree (diploma, certificate, etc.) seeking student and taking at least a half-time academic/vocational or technical course load in an accredited technical or vocational school, two year or four year college or university.

Under this program, students may work full-time or part-time; however, the student's work schedule cannot interfere with the student's academic schedule.

AMARC is currently working with several local schools to coordinate initial efforts in spreading the word about SCEP.

Students interested in participating in the SCEP program may seek additional information by contacting either Lisa Dittman at 228-8228, or George Rodriguez at 228-3831.

Earnhardt Auto Centers • "NO BULL" SINCE 1951

GRAND Opening!

OF OUR NEW LOCATION!

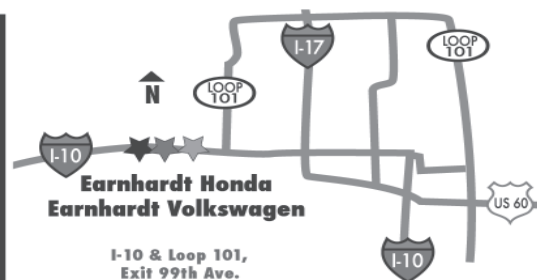
HONDA ATTENTION ALL MILITARY PERSONNEL Drivers wanted. VW

**We want your business and that ain't no bull!
Stop in to see us and receive special fleet prices**

Shop from over 780 New and Used Hondas and Volkswagens



Earnhardt Honda
IN THE AVONDALE AUTO MALL
10151 W. Papago Freeway
Avondale, AZ 85323
W. Loop 101 & I-10, Exit 99th Ave
1-888-457-7377



Earnhardt Volkswagen
IN THE AVONDALE AUTO MALL
10205 W. Papago Freeway
Avondale, AZ 85323
W. Loop 101 & I-10, Exit 99th Ave
1-888-457-7377

AMARC sets pace in AFMC financial systems

Latest technologies and best business practices transform AMARC's Business System

By Caroline Sturm

Chief, Financial Analysis Division

AMARC is undergoing a significant evolution in the way production and financial operations are managed by incorporating the latest technologies and best business practices to transform the AMARC Business System from a legacy to a commercial-off-the-shelf system.

The Air Force turned to AMARC to serve as a test environment for COTS business applications due to its ability to easily observe and document results based on current organizational structure, workload configurations and system interface capabilities.

As part of the financial transformation, functional experts from AMARC and headquarters Air Force Materiel Command reviewed COTS solutions that were flexible and reliable in meeting the needs of government organizations.

In selecting the financial tool-set to be implemented for AMARC's Business System, available applications were validated

against federal financial management requirements. Over 500 CFO requirements were reviewed and accessed to determine if they were applicable to our business environment. Business processes, test scripts, policies and instructions were documented and integrated throughout the AMARC Business System.

After completing the evaluation of application tool-sets, the Oracle Federal Financials application was selected for use.

Prior to COTS implementation, accounting and billing processes relied on manual and legacy operations. Financial invoicing, data collection, and reporting were cumbersome and inefficient. The manual data handling often lead to delays.

The selected COTS solution, on the other hand, produces complete, reliable, timely and consistent financial information required to: support management decisions, improve efficiency of financial operations, build a foundation for future activity based management, and automate and integrate manual processes.

The results are great, according to Vern Starkey, AMARC Comptroller. The total automation of the billing process to include invoices and generation of reports allows access to real time financial data. AMARC's new Business System was put to test by the Air Force Audit Agency as they conducted a CFO audit to determine how well the financial system meets Federal Financial Management Regulations.

"The audit results are impressive and bring an end to the first phase of AMARC's financial transformation initiative," said Starkey.

In selecting an application which had already acquired federal certification, it is estimated that approximately two years of government resources have been saved. CFO certification is expected to be awarded in January 2004.

With this success under AMARC's belt, Phase II begins as the center attempts to enhance its ability to identify and track product/service costs based on the number of events or transactions involved in a process.

PUT CARE BACK INTO YOUR CAREER.



Train for an in-demand career at **The Bryman School**. In months—not years—you can graduate from learning to earning in the growing **Health Care** field.

Career Programs:

- ▶ Medical Assistant
- ▶ Dental Assistant
- ▶ Pharmacy Technician—New Program!
- ▶ Hospital Unit Coordinator
- ▶ Surgical Technologist
- ▶ X-ray Technician (Ltd. Scope)
- ▶ Massage Therapy

We Offer:

- ▶ Financial Aid for those who qualify
- ▶ Day & evening classes
- ▶ Hands-on training
- ▶ Graduate placement assistance

**CALL NOW:
602-274-4300**

LEARN TO SUCCEED™

THE BRYMAN SCHOOL
OF SUCCESS

2250 W. Peoria Ave. • Phoenix, AZ
www.brymanschool.edu



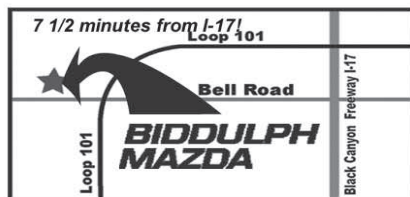
THANK YOU TROOPS!

LET OUR MILES® PROGRAM GET YOU IN A NEW mazda!!*



TEST THE BEST **DRIVE IN THE NEW YEAR** **ZERO TIME EVENT**
7 1/2 minutes from I-17!

BIDDULPH MAZDA



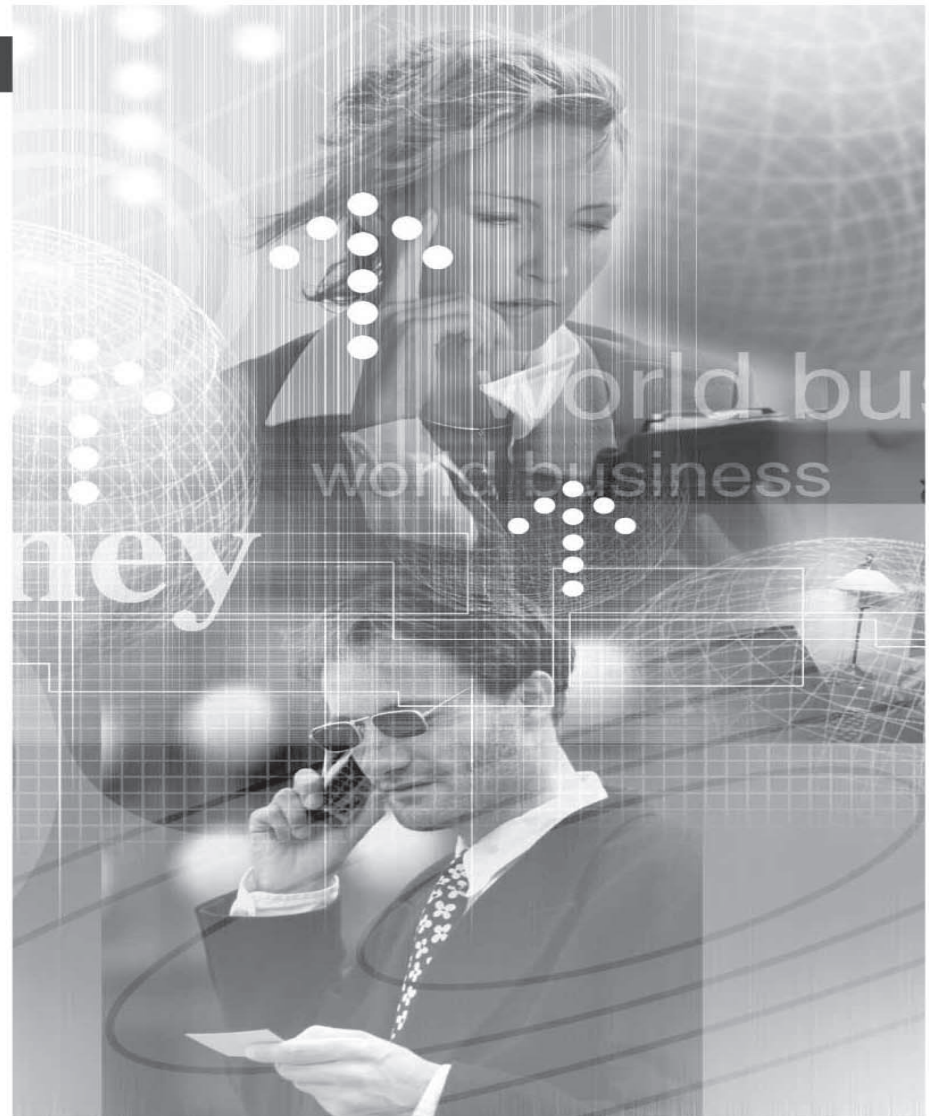
8424 W. Bell Road
623.933.3900

biddulphmazda.com
updated every 24 hrs
Monday - Saturday 8am - 9pm
Sunday 10am - 5pm

* SEE DEALER FOR DETAILS

Attention Active Duty Military!

Earn Your Bachelor or MBA in Business Administration ONLINE at NO TUITION COST TO YOU!



Earn your Bachelor or MBA in Business Administration at NO TUITION COST TO YOU for up to 28 credits per year!

Earn your credits around TDY's and Deployments

Special MBA in Military Management for Graduates of ACSC, CGSC, CNCS, or MCCSC. Earn this degree with credits from your Command and Staff College plus 28 TUI credits. NO TUITION COST for active duty military.

- Flexible and affordable programs that meet your schedule needs
- BSBA and MBA
- SOC Membership
- All courses ONLINE!
- Special rates for military spouses
- DANTES Affiliated

**Now accepting
applications for
next term**



TOURO UNIVERSITY INTERNATIONAL
www.tourou.edu

5665 Plaza Dr., Third Floor, Cypress, CA 90630
714-816-0366 • 714-816-0367 Fax

College of Business Administration e-mail: infocba@tourou.edu
For inquiries log on to: <http://inquiry.tourou.edu>